



Shri Sachhidanand Shikshan Sanstha's

TAYWADE COLLEGE

(Arts, Commerce, Science) (U.G. & P.G.)

Mahadula - Koradi, Tah. Kamptee Dist. - Nagpur

NAAC ACCREDITED 'B' GRADE
Recognised Centre for
Higher Learning and Research


Principal
Dr. Sharyou B. Taywade
9822716608


Chairman
Dr. Babanrao Taywade
9422145290

NAAC 2021/ Metrics Level Deviations/Cr5-4

Date:- 09/05/2022

Criteria 5.1.5: IQAC Coordinator	The Institution has a transparent mechanism for timely redressal of student grievances including sexual harassment and ragging cases
Findings of DVV	1) Kindly provide circular/web-link/ committee report justifying the objective.
Response/ Clarification	1) Objectives of the committee, minutes of the meeting of the committee and action taken report. (Appendix-I)


IQAC Coordinator
TAYWADE COLLEGE
Mahadula, Koradi, Dist. Nagpur


Principal
Taywade College
MAHADULA KORADI DIST NAGPUR

2016-17

Shri Sachhidanand Shikshan Sanstha's

Taywade College,

Mahadula Koradi, Dist. Nagpur Pin- 441111

Affiliated to R. T. M. Nagpur University, Nagpur

Approved by Government of Maharashtra

E-mail : contact@taywadecollege.edu.in

Website : <https://taywadecollege.edu.in>

Sexual Harassment of Women at Work Place

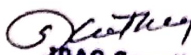
(Prevention, Prohibition and Redressal)


Act 2013

Internal Complaints Committee

20 16-17

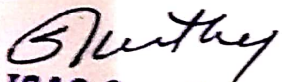
1. Dr. Prerana Thorat – Convener
2. Dr. Suverna Patil - Member
3. Dr. Dr. Varsha Vaidya -Member
4. Dr. Chanchal Deshmukh -Member
5. Dr. Asawari Durge- Member


IOAC Coordinator
Taywade College, Mahadula, Koradi
Dist. Nagpur.


Principal
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Mahadula, Koradi (Dist. Nagpur)

Objective

1. To enhance the self-esteem and self-confidence of women students, faculty and staff in the college.
2. To promote intellectual and cultural activities for overall personality development of student.
3. To develop critical thinking ability of women students such that it enhances decision- making ability.
4. To enable women to make informed choices in areas like education, employment and health especially reproductive health
5. To enhance their participation on an equal footing in all areas



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Mahadula, Koradi (Dist. Nagpur)

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This policy sensitizes the employees about their fundamental right to have safe and healthy environment at their workplace. To enable a fair mechanism for dealing with sexual harassment institute has constituted an Internal Complaint committee.

The prevention of Sexual Harassment Policy is applicable to all consultants and employees of Taywade College, Mahadula –Koradi.

At the end of academic year an annual report containing all the details about complaints.


Programmes on sensitization will be arranges regularly.

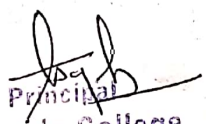
Increase awareness amongst employees and overcome discomfort in discussing issues.

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Minutes of "Task force for protection of girls at college campus" meeting (Session 2016-17)

"Task force for protection of girls at college campus" meeting of session 2016-17 was organized on 11th August 2016 at 11:00 am in Principal's cabin as per the notice on 3rd September 2017.

Minutes of the meeting are as below

In this meeting chairperson, Principal Dr. Sharayu Taywade, Committee convenor Dr. P.B. Thorat, and all the committee members were present.

- First of all, Dr. Thorat, convenor of women cell welcome Chairperson Dr. Taywade and all present members and also gave the information about agenda of meeting.
- In this meeting, chairperson Dr. Taywade, Convenor Dr. Thorat and all the committee members discussed and planned for the programs to be conducted by the "Task force for protection of girls at college campus" during the session 2016-17.
- Chairperson Dr. Taywade, suggested that the committee should organize some guest lectures on women empowerment and self defence and health related topics. Accordingly committee has decided to organize lecture series on women empowerment, Gender equality, self defence.
- Committee has decided to organize some workshops so as to give training to the students and make them self-dependent.
- Committee has also decided to organize visits to women entrepreneurship exhibition and some small scale industries so as to inspire the students to become self employed. Committee also decided to organize some workshops in association with Home -economics department of college on preparation of sanitary materials, chalk duster etc.
- To address grievances regarding gender issue, harassment of girl students.

Some programs and their tentative dates were finalized as follows

S.No	Name of the program	Tentative date	Remark
01	Celebration of "Women empowerment week"	6 th August 2016	Conducted
02	Guest lecture on "Gender equality"	6 th October 2016	
03	Guest lecture on "Self Defence"	7 th October 2016	
04	visits to women entrepreneurship exhibition	In November - December	

05	Workshop for preparation of sanitary materials	As per availability of guest	
06	Celebration of "Women Day"	8 th March 2016	

After this discussion, Dr. Thorat proposed the vote of thanks and meeting was over.

Convener

Dr. P.B. Thorat

Smiley
IQAC Coordinator
IQAC Coordinator
Taywade College, Mahadula, Koradi
Dr. Gulish Katkar
Dist. Nagpur.

[Signature]
Principal
Taywade College
Dr. S.B. Taywade
(Mahadula, Koradi, Dist. Nagpur)

S. No	Name of the committee members	Signature
1.	Dr. S. Patil	<i>[Signature]</i>
2.	Dr. V. Vaidya	<i>[Signature]</i>
3.	Dr. A. Durge	<i>[Signature]</i>
4.	Dr. C. Deshmukh	<i>[Signature]</i>

2017-18

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Sexual Harassment of Women at Work Place

(Prevention, Prohibition and Redressal)

Act 2013

Internal Complaints Committee

2017-18

1. Dr. Chanchal Deshmukh –Convener
2. Dr. Suverna Patil - Member
3. Dr. Dr.Varsha Vaidya -Member
4. Dr. Dr.Prerna Thorat -Member
5. Dr. Nita Dhawade- Member
6. Dr.Asawari Durge- Member
7. Dr.Leena Konde



IQAC Coordinator
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Dist. Nagpur.



Principal
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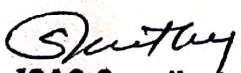
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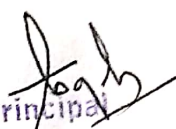
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Shri. SacchidanandShikshanSanstha,Nagpur
Taywade College, Koradi

Minutes of "Task force for protection of girls at college campus" meeting
(Session 2017-18)


First meeting of women cell was held Wednesday on dated 26/07/2017 at principal madam's cabin with the presence of Principal madam Dr. Sharyou Taywade and all women cell member.

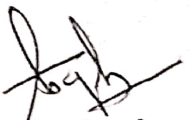
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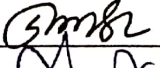
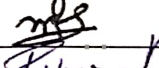
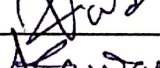
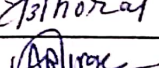
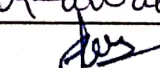
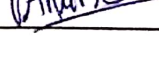
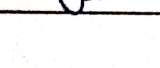
- 1) Inauguration programme of women cell
- 2) To organise guest lecturer of renounced personalities in various field
- 3) To organise workshop for student for grooming their personality
- 4) To organise field visit like NGO, woman enthropinars fairs and bachat gat .
- 5) Encourage girl's student to take active participation in various programmes to build their confidence.
- 6) To organise healthy diet programme
- 7) To organise medical guidance by gynaecologist
- 8) To organise layers guidance programme for aware of their rights.
- 9) To organise guest lecture of women politician to develop leader ship quality in girls.
- 10) To address grievances regarding gender issue, harassmt of girl students.


Convener

Dr Chanchal Deshmukh


IQAC Coordinator
Taywade College, Mahadula, Koradi
Dr. Chiranjit Kar


Principal
Taywade College
Dr. S.B. Taywade

Member	Sign	Member	Sign
Dr.Suverna Patil		Dr. Maya Shirkhedkar	
Dr.Varsha Vaidya		Dr.Prerna Thorat	
Dr.Nita Dhawade		Dr.A.R.Durge	
Dr.Leena Konde			

To

The Principal

Taywade College

Mahadula –Koradi


Subject- No offline student's complaints

Respected Madam,

As per mentioned subject, there are no any complaints from the students about sexual harassment case in the academic year 2020-21

Hence there is no redressal of grievances by Internal Complaints Committee.

Convener


Principal
Taywade College
Mahadula, Koradi (Dist. Nagpur)

2018-19

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Sexual Harassment of Women at Work Place

(Prevention, Prohibition and Redressal)

Act 2013

Internal Complaints Committee

2018-19

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3. Dr. Dr.Varsha Vaidya -Member
4. Dr. Chanchal Deshmukh -Member
5. Dr. Nita Dhawade- Member
6. Dr. Prerna Thorat- Member



IQAC Coordinator

**Taywade College, Mahadula, Koradi
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Principal

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Mahadula, Koradi (Dist. Nagpur)



Shri. SacchidanandShikshanSanstha,Nagpur
Taywade College, Koradi

Minutes of "Task force for protection of girls at college campus" meeting
(Session 2018-19)

meeting of women cell was held on dated 12/10/18 at principal madam's cabin with the presence of Principal madam Dr. Sharyou Taywade and all women cell member, dr. Varsha Vaidya Criteria incharge V. All the members of committee unanimously decided to organise program regarding health, socio-economic problems of college girls.


Minutes of the meeting are as below

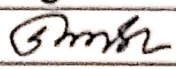
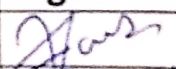
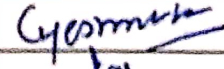
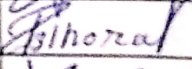

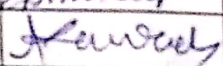
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Convener

Dr A.R.Durge


IQAC Coordinator
Taywade College, Mahadula, Koradi
Dist. Nagpur
Dr. Girish Ratkar


Principal
Taywade College
Dr. S.B. Taywade

Member	Sign	Member	Sign
Dr. Suverna Patil		Dr. V.V. Vaidya	
Dr. Chanchal Deshmukh		Dr. Purna Thorat	
Dr. Leena Konde		Dr. N. Dhawade	

25/04/19

To

The Principal

Taywade College

Mahadula –Koradi


Subject- No offline student's complaints

Respected Madam,

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2019-20

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2019-20

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3. Dr. Chanchal Deshmukh -Member
4. Dr. Asawari Durge- Member
5. Dr. Prerna Thorat- Member
6. Dr. S.P Patil - Member



IQAC Coordinator

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**Taywade College, Mahadula, Koradi
Dist. Nagpur.**



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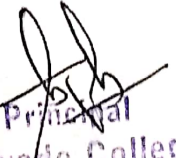
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TAYWADE COLLEGE

Task Force For Protection of Girls at College Campus Committee

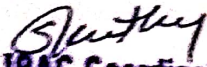
MINUTES OF MEETING

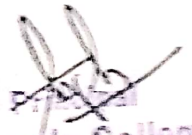
Date: 24/07/2019

Today, dated 24/07/2019, the convener of the committee call meeting in Principals cabin as per notice dated 22/07/2019. Principal of the college Dr. S. B. Taywade, Convener of the committee and all the members of the committee were present for the meeting.

As the name of the committee recognize, the committee made for the protection of girls in all the aspects involved and to be involved in the life of girls and women. Putting forth this aspect the committee members discussed, 'what can we do at college level to fulfill this need of girls?' During the whole discussion following points have been discussed and decided-

1. All the programs to be taken throughout the year will involve overall development of girls student i.e. their physical and mental growth, their personal needs, social needs, personality development, nutritional discrepancies, self employment, self defence and many other.
2. The organization of programs will be as per the availability of time.
3. Initially, in first week of August, the inauguration of committee for the session along with a guest lecture on need of women empowerment will be organized.
4. Another program will involve the need of mental peace and binding of disciplines for the personality development which may be beneficial for the girls to shape up their lifestyle today and in future.
5. Whole one day program can be organized which involve the different competitions (Cookery, Bakery, Handicraft, Rakhi making, Small event management, Flower decoration etc) for girls.
6. Guest lectures of renowned Doctors, Psychologists, Dieticians, Lawyers, Police officers will be organized time to time
7. Principal of the college suggested that, there should be an organization of visit of girls student to some 'small women self employer's exhibition' or


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Taywade College, Mahadula, Koppal


Principal
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Mahadula, Koppal (Dist. Nagpur)



NGO's working areas for teaching them the practical aspect of self employment.

8. It has been also suggested by the Principal that the committee is duty bound to resolve all types of girls grievances at college level and therefore plan a system for the proper functioning of that issue. The objective behind this is to address grievances regarding gender issue and harrasment of girls students.

Convener

Dr Leena Konde


IOAC Coordinator

IOAC Coordinator
Taywade College, Mahadula, Koradi
Dr. Girish Katkar


Principal

Principal
Taywade College
Dr. S.B. Taywade

Members

1. Dr. S.P. Patil



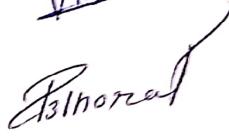
2. Dr. V.V. Vaidya



3. Dr. A.R. Durge



4. Dr. P.B. Torat



5. Dr. C.S. Deshmukh



22/04/20

To

The Principal

Taywade College

Mahadula –Koradi

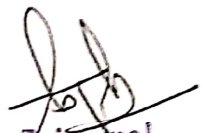
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Act 2013

Internal Complaints Committee

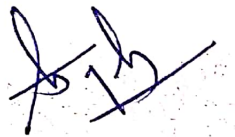
2020-21

1. Dr. Varsha Vaidya – Convener
2. Dr. Suverna Patil -Member
3. Dr. Dr.Dr.Chanchal Deshmukh -Member
4. Dr. Dr.Prerna Thorat -Member
5. Dr. Leena Konde- Member
6. Dr.Asawari Durge- Member
7. Dr. Neeta Dhawade - Member



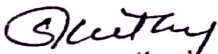
IQAC Coordinator


**Taywade College, Mahadula, Koradi
Dist. Nagpur.**



Objective

1. To enhance the self-esteem and self-confidence of women students, faculty and staff in the college.
2. To promote intellectual and cultural activities for overall personality development of student.
3. To develop critical thinking ability of women students such that it enhances decision- making ability.
4. To enable women to make informed choices in areas like education, employment and health especially reproductive health
5. To enhance their participation on an equal footing in all areas


IQAC Coordinator
Taywade College, Mahadula, Koradi
Dist. Nagpur.


Principal
Taywade College
Mahadula, Koradi (Dist. Nagpur)

Sexual harassment at workplace is an extension of violence in everyday life .It affects women's right of life and livelihood. Act 2013 ,was enacted wherein was made mandatory for every employer to provide a mechanism to redress grievances pertaining to workplace sexual harassment and enforce the right to gender equality of working women.

According to these guideline our institute is committed to providing and promoting, safe, healthy and congenial atmosphere irrespective of gender, caste or social class of the employs.

This policy sensitizes the employees about their fundamental right to have safe and healthy environment at their workplace. To enable a fair mechanism for dealing with sexual harassment institute has constituted an Internal Complaint committee.

The prevention of Sexual Harassment Policy is applicable to all consultants and employees of Taywade College, Mahadula –Koradi.

At the end of academic year an annual report containing all the details about complaints.

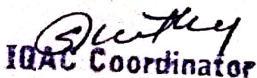
Programmes on sensitization will be arranges regularly.

Increase awareness amongst employees and overcome discomfort in discussing issues.

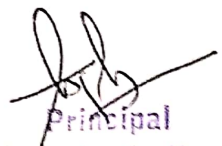
Complaint Mechanism –

The complaint is required to send the written complaint to the ICC by copies of the letter detailing complaint.

Witten complaint is mandatorily required to be filed by complaint with full name and details.


IQAC Coordinator

Taywade College, Mahadula, Koradi
Dist. Nagpur.


Principal

Taywade College
Mahadula, Koradi (Dist. Nagpur)

Shri. SacchidanandShikshanSanstha,Nagpur
Taywade College, Koradi

Minutes of "Task force for protection of girls at college campus" meeting
(Session 2020-21)

First meeting of women cell was held on dated 12/10/20 at principal madam's cabin with the presence of Principal madam Dr. Sharyou Taywade and all women cell member.


Minutes of the meeting are as below



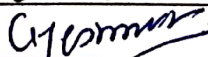
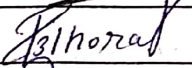
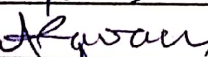
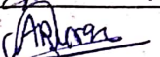
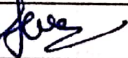
- 1) Inauguration programme of women cell
- 2) To organise virtual guest lecturer of renounced personalities in various field
- 3) To organise workshop for student for grooming their personality
- 4) Encourage girl's student to take active participation in various programmes to build their confidence.
- 5) To organise healthy diet programme
- 6) To organise medical guidance by gynaecologist
- 7) To organise layers guidance programme for aware of their rights.
- 8) To organise guest lecture of women politician to develop leader ship quality in girls.
- 9) To address grievances regarding gender issue, harassment of girl students.


Convener

Dr Varsha Vaidya


IQAC Coordinator
IQAC Coordinator
Taywade College, Mahadula, Koradi
Dist. Nagpur.


Principal
Principal
Taywade College
Dr. S.B. Taywade (Nagpur)

Member	Sign	Member	Sign
Dr.Suverna Patil		Dr. Maya Shirkhedkar	
Dr. Chanchal Deshmukh		Dr.Perna Thorat	
Dr.Nita Dhawade		Dr.A.R.Durge	
Dr.Leena Konde			

22/05/21

To

The Principal

Taywade College

Mahadula –Koradi


Subject- No offline student's complaints

Respected Madam,

As per mentioned subject, there are no any complaints from the students about sexual harassment case in the academic year 2020-21

Hence there is no redressal of grievances by Internal Complaints Committee.

Convener


Principal
Taywade College
Mahadula, Koradi (Dist. Nagpur)